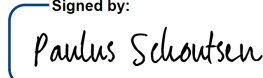
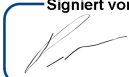
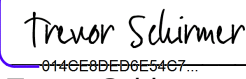


**Personal Project Days Regulations
of
Open Home Foundation**

TITLE 1. PURPOSE OF THE PERSONAL PROJECT DAYS REGULATIONS
Article 1 – Purpose
1. These Personal Project Days Regulations (Regulations) provide eligible employees of the Open Home Foundation (Foundation) with dedicated time for personal development, exploration of new ideas, and contributions that advance open-source technology, education, volunteer work, and the public good.
2. The Personal Project Days promote creativity, lifelong learning, and community benefit while ensuring alignment with the Foundation’s mission and non-profit character.
3. These Regulations are adopted in accordance with Article 9 of the foundation deed of 5 September 2024 (Foundation Deed).
TITLE 2. ELIGIBILITY AND PERMISSIBLE USE
Article 2 – Eligibility
1. Personal Project Days are available exclusively to full-time employees of the Foundation who have successfully completed their probation period.
2. Periods of parental leave, sick leave, holidays, or comparable absences shall be taken into account on a pro rata basis when determining entitlement.
3. Part-time employees and external consultants are not eligible.
Article 3 – Non-Profit Character and Permissible Activities
1. Personal Project Days must be used for non-commercial, educational, developmental or charitable purposes consistent with the Foundation's mission.
2. The following activities are permitted in particular:
a) contributing to or developing open-source projects;
b) skill-building activities or self-directed learning;
c) volunteer work or community service;
d) research and experimentation benefiting the public interest;
e) creation of educational materials or public-interest content.
3. The following activities are strictly prohibited:
a) paid contractor or freelance work;
b) commercial or profit-generating activities of any kind;
c) work benefiting a private company in which the employee has a personal economic interest;
d) activities that generate direct or indirect personal income or commercial advantage.
TITLE 3. SCHEDULING AND ADMINISTRATION
Article 4 – Scheduling
1. The Foundation provides one Personal Project Day every two weeks, generally scheduled on Fridays, as listed in the Foundation’s official events calendar.
2. If a scheduled Personal Project Day falls on a public holiday, the entitlement is forfeited and may not be rescheduled or compensated.
3. In urgent operational cases, the Foundation may reschedule Personal Project Days; employees will be informed as early as reasonably possible.
4. Unused Personal Project Days expire at the end of the calendar year; accumulation or cash payment in lieu is not permitted.
Article 5 – Administrative Requirements
1. Employees may be required to briefly document how their Personal Project Day was used for internal reporting and evaluation purposes.
2. Any actual or potential conflict of interest must be disclosed to the Foundation prior to the Personal Project Day.
3. The Foundation may deny or revoke Personal Project Day eligibility in justified cases, including misuse or breach of other internal regulations.
TITLE 4. WORKING DAY STATUS AND CONDUCT
Article 6 – Working Day Status
1. Personal Project Days are considered working days and are therefore subject to all Foundation workplace rules, including the Code of Conduct, IT Policy, data protection guidelines, and any other internal regulations.
2. Foundation insurance coverage applies to Personal Project Days to the same extent as to all normal working days, provided activities comply with these Regulations.
Article 7 – Confidentiality and Data Protection

1. Employees must not disclose or use confidential information belonging to the Foundation or any third party.
2. Personal Project Day activities must comply with all applicable data protection laws and internal policies.
TITLE 5. INTELLECTUAL PROPERTY, COMPLIANCE AND FINAL PROVISIONS
Article 8 – Intellectual Property
1. Intellectual property rights created during Personal Project Days belong to the Foundation and shall either (i) be transferred to the Foundation to the broadest extent permitted by law, or (ii) be made available as open-source under a recognised open-source licence. Employees must immediately inform the Foundation of any intellectual property rights created during Personal Project Days.
2. Employees must not use the Foundation's name, logo, trademarks, or branding without prior written approval from the Foundation.
Article 9 – Violations
1. Use of Personal Project Days in violation of these Regulations - particularly for commercial activities - may result in disciplinary action, including loss of privileges, written warnings, or termination of employment.
2. The Foundation reserves the right to request repayment of benefits obtained through misuse.
Article 10 - Amendments and Suspension
1. These Regulations may be amended, suspended, or discontinued at any time by resolution of the Foundation Board.
2. Any amendments or suspensions shall be communicated to all eligible employees in a timely manner.

The Foundation Board of Open Home Foundation:

		<i>Chairman of the Foundation Board</i>	
Bergen, NO	6/2/2026	Signed by:	
Ort, Datum / Place, date		6C624F7D45714416... Paulus Schoutsen	
		<i>Member of the Foundation Board</i>	
Neuheim	6/2/2026	Signiert von:	
Ort, Datum / Place, date		263FDEB2404D424... Pascal Vizeli	
		<i>Member of the Foundation Board</i>	
Houston TX	6/3/2026	Signed by:	
Ort, Datum / Place, date		22F7335E7EFA434... John Koston	
		<i>Member of the Foundation Board</i>	
Versailles	6/3/2026	Signed by:	
Ort, Datum / Place, date		814CE8DEB6E5467... Trevor Schirmer	